



INDEPENDENT AGENCY FOR
ACCREDITATION AND RATING

REPORT

**on the results of the external expert panel (EEP)
evaluation of the compliance with the requirements of
the specialized accreditation standards
of the master courses (specialties):**

6M110300 - «Nursing»

JSC “Astana Medical University”

April 03-05, 2017

Astana 2017

INDEPENDENT AGENCY FOR ACCREDITATION AND RATING
EXTERNAL EXPERT PANEL

*Addressed to the
IAAR Accreditation Council*



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Based on the Order of the Independent agency for accreditation and rating (hereinafter – IAAR) no. 12-17-OD as of 15/03/2017 external expert panel evaluated academic activities compliance of the following master degree academic programs of the JSC “Astana Medical University” (hereinafter – AMU) with the specialized accreditation standards of IAAR:

6M110300 – «Nursing»

The Report of the external expert panel (EEP) contains an assessment of the academic programs’ compliance to the IAAR criteria, as well as EEP recommendations for further activity improvements.

EEP membership:

1. **Panel Chair** – Yermukhanova Lyudmila, Head of the Department “Public health and health care, Ph.D. in medicine, M.Ospanov Western-Kazakhstan State Medical University (Aktobe city);
2. **International expert** – Zakrevskiy Viktor, Doctor of medical sciences, State-owned Academic institution of the higher professional education “North-Western State Medical University named after I.I.Mechnikov (Saint-Petersburg city, Russian Federation);
3. **Expert** – Karibayeva Dina, Head of the Department of general medical practice no. 2, Ph.D. in medicine, Associate Professor, Kazakh National Medical University named after S.D.Asfendiyarova (Almaty city);
4. **Employer** – Abdrakhmanova Raushan – Chief nurse, JSC “Railway Hospitals of the Emergency Medicine” (Astana city);
5. **Employer** – Utesheva Natalya – lung specialist of therapeutic department no. 1, Hospital of the Medical center of the Department of Presidential Affairs of the Republic of Kazakhstan (Astana);
6. **Student** – Mukasheva Gulmira, resident of the 2nd year of study on the specialty «Radiation therapy», JSC “Kazakh Medical University of continuous education” (Almaty city);
7. **Student** – Izbakiyeva Rizvangul, resident of the 3rd year of study on the specialty “Obstetrics and Gynaecology, including pediatric” (Almaty city);
8. **Observer from the Agency** – Nurkhamyetova Aiman, Head of the post accreditation monitoring (Astana city).

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I. INTRODUCTION OF THE JSC «ASTANA MEDICAL UNIVERSITY»

The history of JSC "AMU" is a way of establishment and perfection throughout more than half a century. By the decision of the Central Committee of the Communist Party and the Council of Ministers of the Kazakh SSR in October 1964 the Tselinograd State Medical Institute was incorporated.

Over the years of existence of the Medical Institute, there have been multiple changes in its organizational form, reforming the management system in accordance with the requirements of the time. In 1997 the institute was reorganized into the Kazakh State Medical Academy. By the Governmental Decree of the Republic of Kazakhstan as of May 13, 2008 No. 451 Republican State-owned enterprise "Kazakh State Medical Academy" under the Ministry of Health care of the Republic of Kazakhstan was reorganized into a joint-stock company "Kazakh Medical Academy" with 100% state participation in the authorized capital. Since January 6, 2009, JSC "Kazakh Medical Academy" has been transformed into JSC "ASTANA MEDICAL UNIVERSITY" and became a member of JSC "National Medical Holding". Clinical facilities of the University were the largest national and republican centers and research institutes, subsidiaries of the National Medical Holding. Since July 1, 2010, the University has been under the control of the Ministry of Health of the Republic of Kazakhstan (hereinafter - MH RK).

Currently, the university has a license from the Committee for Control in Education and Science under the Ministry of Education and Science of the Republic of Kazakhstan as of 31.01.2009, registration number 0064050, series AB, without limitation of the term, for the right to conduct academic activities under programs of higher and postgraduate professional education.

The University has a multilevel system of education: pre-university - preparatory courses of study, higher pre-graduate - in 6 specialties of the bachelor's degree, postgraduate - in 25 specialties of the residency, in 5 specialties of the master degree, 3 specialties of Ph.D. doctoral and additional professional studies - in 56 specialties.

Within the framework of the state assignment under the program 031 "Implementation of international standards in the field of hospital management", JSC "AMU" implements academic program for the training of "Master of Business Administration" (MBA) in the field of hospital management.

Mission of the HEI. ASTANA MEDICAL UNIVERSITY is one of the leaders in the system of medical education in the training of competitive health professionals on the principle of "lifelong education for all", carrying out its activities in accordance with national and international quality standards in the interests of the individual, society and the state.

In accordance with the Mission, the University in the future positions itself as the leading academic, research, autonomous medical university, scientific and clinical center of the Republic of Kazakhstan, integrated into the world educational and scientific space.

The structural units of JSC "AMU" are as follows:

- ✓ **the supreme body** is the Sole Shareholder;
- ✓ **management body** - Board of Directors;
- ✓ **executive body** - the Management Board;
- ✓ **supervisory body** - Internal Audit Service.

Language of instruction: state language, Russian and English.

The relationship between the students and the University is regulated by the Articles of incorporation, the Code of Corporate Culture and Ethics, and bilateral agreements (tripartite with the employer, the Mayor's house) on the provision of academic services that determine the level of education received, the terms of study, the amount of tuition and other conditions.

In 2011, the University integrated the EFQM Excellence Model with the existing quality management system. In November 2011, the University successfully passed the validation by international experts (assessors) to meet the criteria and fundamental concepts of the EFQM Excellence Model at the level of "Striving for Excellence", and in November 2012 - the assessment of the level of excellence of the EFQM Model "Recognized Excellence", 4 stars.

In June 2013, the University successfully passed 3 recertification audit procedures of the management system in accordance with the international standard ISO 9001: 2008 and received the Certificate of the AFNOR body (France).

In 2013 The University's activity is highly appreciated by the European Quality Management Foundation and awarded a 5-star certificate of the Excellence Model.

In October 2013, in Bangkok city, Thailand, the university was awarded the Asian Award for Excellence and Best Practice in Quality Management at the ANQ-2013 Congress of the Asian Organization for Quality.

In addition, in 2013 the university successfully passed the national institutional accreditation procedure (IQAA).

Based on the results of the general rating of the best universities in Kazakhstan throughout 2009-2013, the University among medical HEIs has been steadily taking the leading positions: in 2009, 2010 - 3rd place, the last 3 years - stable 1st place.

According to the criteria and indicators of the academic ranking of the Master's degree programs of the Bologna Process Center and the academic mobility of the Ministry of Education and Science of the Republic of Kazakhstan in 2013, the academic programs of the Master degree level of JSC "AMU" came were ranked as second.

According to the results of the independent rating of HEIs of the Republic of Kazakhstan in 2016, conducted by IAAR the University became the 2nd. According to the rankings of the master's degree academic programs of the HEIs of Kazakhstan among the medical HEIs of Kazakhstan in 2016, the successes in the rating of the IAAR were as follows:

Master degree:

- 2nd place in the specialty "Nursing care";

The university has 5 academic buildings with lecture halls and class rooms with multimedia support, academic and clinical center, computer classes with access to the Internet and with modern powerful computers, a library with reading rooms, modern laboratories. In addition, all structural units are computerized, with social facilities - "Medical Center AMU" LLP, first aid room, student hostel, gym, conference hall, 2 dining rooms and buffets in academic buildings. A museum of the Medical University of Astana was established at the University.

In 2016, the University signed the Executive Protocol, the Agreement on Cooperation and Strategic Partnership with the Medical School of the Sapienza University of Rome, where the University plans to implement a project to modernize medical education, including the development of selected, priority academic programs:

- Public health, management and expertise in health care;
- Neurology;
- Anesthesiology and reanimation.

In accordance with the Law of the Republic of Kazakhstan "On Science", the University's scientific activity in 2014 was successfully accredited as an entity of scientific activity.

The University operates 1 scientific and clinical council and conducts 4 scientific seminars.

One of the important activities of JSC "AMU" is clinical activity. Medical treatment related work of the University is coordinated and analyzed by the department of clinical work and evidence-based medicine, established in 2011.

At present, 47 clinical departments of JSC "AMU" are based in the 66 medical organizations of Astana city. At the clinical departments of the University there are more than 450 highly qualified staff specialists.

II. ANALYSIS OF THE SPECIALIZED SELF-ASSESSMENT REPORT

HEI presents self-assessment report according to the criteria of specialized accreditation of the residency academic program 6R110800 "Pulmonology, including pediatric" of JSC "AMU" is presented. The report includes a description of standards and applications according to relevant standards. The report of the university contains the statement of the rector Shaidarov M.Z. validating the

accuracy and credibility of the report, as well as a list of members of the self-assessment working group on the criteria of the specialized accreditation of the residency academic program "Pulmonology, including pediatric", indicating the responsibilities of each member of internal commissions, information on the person responsible for conduct of self-assessment of the academic program.

Specialized accreditation of the academic program for the residency specialty 6R110800 "Pulmonology, including pediatric" is conducted in accordance with the Strategic Development Plan of JSC "ASTANA MEDICAL UNIVERSITY" for 2017-2021, the University's objectives in the field of quality for 2017.

The HEI is self-reviewed under the rector's order as of January 25, 2017 No. 21-n / κ "On self-assessment procedure of the residency academic program "Nursing care".

Self-review of the academic program was carried out throughout the period from January 25, 2017 to March 1, 2017 in accordance with existing regulations and methodological recommendations:

- The Law of the Republic of Kazakhstan "On Education" as of July 27, 2007 No. 319-III with additions and amendments as of 01/01/2017;

- the Strategic development plan of the Republic of Kazakhstan until 2020;

- the State Program for the Development of Education of the Republic of Kazakhstan for 2011-2020;

- The State Health Development Program of the Republic of Kazakhstan "Densaulyk (Health care)" for 2016-2019;

- IAAR guidance on self-assessment of the master degree academic programs "Nursing care".

Thirty people participated in the self-assessment work, 8 of them (27%) have candidates' degrees, 3 (10%) are doctors of sciences, 2 (7%) - PhD. holders.

Working group on the preparation of the report, and all the staff of the University during the period of self-assessment in preparation for the special accreditation of the master degree academic program "Nursing care", a certain work was done: the necessary information was collected in accordance with the IAAR guidance for conduct of self-assessment of the academic program, a thorough analysis of the materials and their content was reflected in the self-assessment report, which included all the necessary information on all aspects of the academic program (hereinafter - AP) implementation. The analysis of the University activities for the period from 2012 to 2016 was carried out on the basis of annual departmental and university reports using SWOT and FUND analysis methods, questionnaires and surveys, as well as statistical methods for processing information materials on the University activities.

As a result of the integrated assessment of the master degree academic program "Nursing care", weak and strong aspects and improvement areas in each standard have been identified.

III. OUTLINE OF THE EEP VISIT on the master degree specialty "Nursing care"

According to the program of the IAAR EEP visit to JSC "AMU" within the framework of the specialized accreditation of the master degree academic program "Nursing care" is coordinated by the university rector and approved by the director of the IAAR. On April 3, 2017, the meetings of the EEP members were held with the rector, pro-rectors of the university, heads and directors of the departments of the accredited academic program. Also, the EEP conducted a visual inspection of the university units that ensure the quality of the academic process (EEP visited the training center, the computer testing department, the office-registrar department, the library, the training and clinical center, the department of automation management, e-learning and information security, the Institute of Radiobiology and Radiation protection). Interviewing and questioning of the JSC "AMU" teachers was conducted.

On April 4, 2017, the EEP visited the clinical facilities of the accredited program (visual examination and study of the departments' documentation on the accredited program, attendance of classes according to the schedule): Center for social service "Shapagat" of the Mayor's house, Astana city. Interviewing and questionnaire survey of master students, a meeting with employers and graduates was conducted.

On April 5, the EEP members visited Research and development center for transfusion medicine. A number of regulatory documents, educational and methodological documentation were reviewed.

IV. COMPLIANCE WITH THE STANDARDS OF THE SPECIALIZED ACCREDITATION OF ACADEMIC PROGRAMS

Standard 1: "Mission and final outcomes"

According to the standard 1: "Mission and final outcomes," the following strengths may be noted:

The mission of the master's degree program in the specialty "Nursing care" corresponds to the mission of JSC "AMU". The mission of the Master's program reflects the educational strategy under the completed State Program for Reforming and Development of Health Care of the Republic of Kazakhstan for 2011-2015 "Salamaty Kazakhstan" and the new State Health Development Program "Densaulyk (Healthcare)" for 2016-2019, as well as the draft "Modernization of Medical Education" of the Republic of Kazakhstan.

Departments maintain close ties with medical organizations, 100% of graduates are employed through the labor direction programs and applications of enterprises. Upon completion and mastering the academic program, the graduate has the opportunity to be employed in health organizations, medical organizations, research institutes, higher educational institutions and leading enterprises of the Republic of Kazakhstan.

The mission, goals and objectives of the market requirements is provided in other areas: the implementation of state general compulsory educational standards for specialties and the implementation of the university component, which is formed taking into account global trends, sectoral focus and the demand of employers.

The whole range of the University's activities is aimed at ensuring the implementation of the mission, goals and objectives and refers to ways of their achievement starting from planning, building an organizational structure, management to developing procedures and internal regulatory documentation.

According to the internal document SU-AMU-12 "Monitoring feedback", the quality management department monitors and analyzes the satisfaction and perception of the main consumers (students, employers, teachers) of the university. Meetings with pro-rectors, and deans are organized during the year. The rector's blogs, deans of faculties, a helpline, a trust box are open.

Under the model of the integrated management system of the University, the first management process corresponding to section 5 of MS ISO 9001: 2008 "Management responsibility" is the process of CP-01 "University Management", with the University rector being accountable for the process. One of the directions of this process "Management of the University" is strategic management, the result of which are the current mission, vision, the University's core values, the strategic development plan of JSC "AMU", plans for achieving strategic goals, a university-wide matrix of responsibilities and authorities' distribution.

In order to implement the Mission and Vision, policies and objectives in the field of quality, the University developed a strategic development plan for JSC "AMU" for 2017-2021, which envisages improvement in the quality of the master's program, the plan being agreed with the senior management and university staff directly involved in their development process in the main areas of activity.

The strategic development plan of the University is developed based on the following:

Messages of the President of the Republic of Kazakhstan N.Nazarbayev to the people of Kazakhstan "Kazakhstan way - 2050: Unified goal, common interests, common future", 18.01.2014;

Messages of the President of the Republic of Kazakhstan N.Nazarbayev to the people of Kazakhstan "Nurly Zhol - the way to the future", November 11, 2014;

Messages of the President of the Republic of Kazakhstan - the Leader of the Nation N.A. Nazarbayev to the people of Kazakhstan Strategy "Kazakhstan-2050";

Strategic Development Plan of the Republic of Kazakhstan until 2020;

The State Program for the Development of Education of the Republic of Kazakhstan for 2011-2020;

The State Health Development Program of the Republic of Kazakhstan "Densaulyk (Healthcare)" for 2016-2019;

Strategic plan of the Ministry of Health and Social Development of the Republic of Kazakhstan for 2017-2021;

The strategic plan of the Ministry of Education and Science for 2014-2018.

Recommendations of the strategic partner of the Sapienza University of Rome, Italy, being updated annually, taking into account the analysis of internal monitoring data and external changes. The Strategic Development Plan of JSC "AMU" defines specific directions, goals of the university and actions for their implementation, the algorithm of actions specified in the space (by executors) and in time (in terms of time) aimed at fulfilling strategic tasks. The Strategic Development Plan of the University for 2017-2021 was agreed by the Board of Directors on 12.12.2016, Protocol No. 8, approved by the Scientific Council of JSC "AMU" dated as of December 21, 2016, Minutes No. 3, approved by the Board of December 26, 2016, Minutes No. 55 which, in particular, to improve the academic program of the Master's program "Nursing care" on the strategic direction 1 "Provision of leadership in the field of higher, postgraduate and additional professional education" of the strategic goal 1.1 Ensuring a high level of quality academic services provided by the University, envisages that the HEI plans to implement an integrated program in the field of "Nursing care" in partnership with the universities of Finland JAMK, HAMK.

The mission of the University and the academic program, the strategic development plan of the JSC "AMU", was brought to the attention of the authorized bodies in the field of medical education and public health, the academic community, students and other stakeholders by submitting the strategic development plan for JSC "AMU" to the authorized bodies in the field of education, funding, innovative development of the Republic of Kazakhstan, through publication on the official website of the university - www.amu.kz, as well as by creating awareness among employees via e-mail corporate correspondence. The indicators of the university's strategic development plan are reflected in the quality assurance objectives and annual plans of the departments.

The academic program of the master degree "Nursing care" corresponds to the current trends in the development of medical education.

Recommendations:

1. To work more proactively with customers of specialists, graduated through the Master's program "Nursing care".

Standard 2: "Research Environment and Educational Resources"

According to the standard 2: "Research Environment and Educational Resources", the following strengths may be noted:

Under the Article 23 of the Law of the Republic of Kazakhstan "On Science", the University's scientific activity in 2014 is accredited by the Ministry of Science and Education of the Republic of Kazakhstan as an entity of research, scientific and technical activities.

Research activities of the University staff are conducted in the main areas of health, which is approved at the meetings of the Scientific and Clinical Council and the Academic Council of the University. The management of scientific research is provided by four scientific seminars by areas of specialization, by the Council of Young Scientists, the Student Scientific Society (SSS). The Department of Science, the Library, the Dean's Office for Postgraduate Education, the Regional Training Center for the Management of Health Research, the Scientific and Educational Center for the Evidence-Based Medicine, the Department for International Cooperation and Academic Mobility, the Strategic Development Department, the Vice-Rector for Scientific and Clinical Activities and other Divisions accompany research process. The scientific community of the University also includes the Institute of Radiobiology and Radiation Protection (IRRP), the Scientific School of Preventive Medicine (SSPM), the Scientific School of the Department of General and Biological Chemistry (SSDGBC), the Scientific and Research Pharmacological Center (SRPC).

The University carries out applied scientific research in various areas of medical science. Priority in scientific activity is research in current areas, funded by the Ministry of Education and Science, the

Ministry of Health and other government agencies, international funds and organizations. The authors of the research are the faculty of the University and the staff of the scientific departments of the University (IRRP, SSPM, SSDGBC, SRPC). Scientists are united in creative teams, by a research program, a common interest of scientific interests, a productive research program, joint publications and research.

At the university, research work in the form of program-targeted funding, grant financing is carried out on the following topics:

- Integrated approaches to managing the health of the population of the Aral Sea region;
- Assessment and monitoring of the somatic disease incidence among workers in the uranium industry of the Republic of Kazakhstan;
- Advanced training of doctors and pharmacists in the field of herbal medicinal preparations and herbal medicines (funded project GIZ foundation (Germany));
- Training Against Medical Error - EU-ERASMUS +;
- Study of the feasibility of using pinostrobin and extract of a kapiter prickly extract in the treatment of sluggish and long-term non-healing wounds";
- Correlation of antioxidant activity from the content and structure of polyphenols in plant extracts;
- Dynamics of biochemical indices against the background of artemisin during CCl4 intoxication in an in vivo experiment;
- Research of the mechanisms of development and the possibility of preventing diabetes caused by diabetogenic metabolites of tryptophan;
- Study of toxicity and lethal doses of substance G.15 for the development of a new dosage form for the treatment of a burn wound (experimental study);
- Eating disorder in obesity;
- Determination of clinical and economic effectiveness of various methods of preventing premature birth in high-risk groups;
- Study of the actual nutrition of children 9-10 years old with obesity and normal body weight and the effect of obesity on the cognitive abilities and functional state of the children's brain;
- Features of socio-biological health factors among schoolchildren of the main ethnic groups of the urbanized megacity;
- Development of a ballistic system of criteria for determining disability, taking into account the provisions of the international classification of functioning, disability and health;
- Innovative approaches to reducing salt intake for the prevention of circulatory system diseases and in improving the strategy for preventing iodine deficiency disorders.

The local bioethical committee functions as an independent division of JSC "AMU" in the university.

The university develops cooperation with the specialized foreign universities:

- University of Applied Sciences;
- University of Applied Sciences of HAMC;
- University of Applied Sciences LAMC;
- St. Petersburg State Chemical and Pharmaceutical Academy;
- Tashkent Pediatric Institute;
- Institute of Allergology and Immunology at the Medical University of Vienna;
- Ukrainian Medical Dental Academy.

In the process of selection master degree students for sending to medical institutions of education of the near and far abroad within the framework of academic mobility, the GPA of the master student, progress and scientific achievements are taken into account.

Since 2015, the University has been operating a system of rating the professional activity of the teaching staff and heads of departments, which is carried out on-line through the AIS "Sirius", based on academic, research, clinical and public activities. The rating of the teaching staff and the heads of the departments is carried out in accordance with the requirements and criteria under the Regulation on the rating evaluation of the heads of the department (PL-AMU-63-15) and the Regulations on the rating of

the teaching staff and chairs activity of the JSC "AMU" (PL-AMU-64 -15). The purpose of the rating evaluation of the University staff is to provide an objective assessment and self-assessment of the level of performance of professional duties, determine ways to further improve professional skills and motivate creative activity of workers through moral and material encouragement.

The University annually awards the corporate award "Zhas Daryn" to teachers under the age of 35 years, who have at least 3 years of experience in the University. The corporate award "Zhas Daryn" is an element of the system of rewarding employees of the university. The procedure for awarding "Zhas Daryn" is reflected in the Regulations of JSC "AMU" PL-AMU-48.

The University has its own library. The work of the university library is organized on the basis of documentation regulating all the main directions of the service of readers, the current state standards in the field of librarianship and the service of readers. The acquisition of the library fund is carried out in accordance with the requirements of the State Compulsory Educational Standard of the Republic of Kazakhstan 5.03.010-2006 "The education system of the Republic of Kazakhstan. Information resources and the library fund. Main provisions" and Orders of the Minister of Education and Science of the Republic of Kazakhstan as of June 17, 2015 No. 391 "On Approval of Qualification Requirements for Educational Activity and List of Documents confirming compliance with them", and on January 19, 2016 No. 44" On Approval of the Rules on the formation, use and preservation of the fund of libraries of state institution of education".

The total capacity of the reading rooms of the university library is currently 206 seats. In addition, a contract has been concluded for library and information services with the Akkola branch of JSC "Republican Scientific and Technical Library, which owns reading rooms with 40 seats, with a total number of 246 seats.

The volume of the book and journal fund is 809 942 copies of educational, methodical, scientific literature in the state, Russian and foreign languages, of which 568 214 books are textbooks, which is 61% of the book fund, of which 144 513 copies are in the state language.

The higher educational institution (hereinafter – HEI) uses a wide range of services through the contracts for the use of library funds:

1. Akkola branch of the Republican Scientific and Technical Library;
2. JSC "National Scientific Center of Emergency Medical Care";
3. RSE on the rights of economic management "Scientific and Production Center of Transfusiology";
4. JSC "National Center for Scientific and Technical Information".

The library has an e-catalogue and e-files, which allows readers of the library to find the necessary information about the book, to select literature on the topic.

For the independent work, users are provided with e-resources of the library, including electronic and multimedia textbooks, training programs, as well as subscribed databases and digital libraries: EBSCO database, the world's largest provider of full-text journals in electronic and printed formats in English; SMART-animated illustrations, "Cochrane Library" database containing materials on evidence-based medicine, under the national license there is access to the resources of the platform "Thomson Reuters" - a universal abstract database of scientific publications, "Springer" - scientific periodicals, as well as to electronic library systems "BUCAP" and to the Scientific E-Library of the Russian Scientific Citation Index.

Recommendations:

1. To increase the number of papers and their publication in journals with an impact factor, by both the teaching staff and students.
2. To intensify among the teaching staff the scientific work on program-targeted and grant financing.
3. To search for the possibility of extra budgetary funding of the research work on the most problematic subjects of the healthcare of the Republic of Kazakhstan in the field of "Nursing care".

Standard 3: Policy and admission criteria

According to the standard 1: "Policies and admission criteria" the following strengths may be noted:

The master degree students' population is formed in accordance with the state order for the training of specialists with postgraduate medical education. The policy of selection and admission is fully in line with the current legislation - the Law of the Republic of Kazakhstan "On Education", the Model Rules for Admission to Education in the Education Organization, implementing professional curricula for postgraduate education (No. 109 as of January 19, 2012) with amendments and additions approved by the Government of the Republic of Kazakhstan as of July 14, 2016, Order of the Acting Minister of Health and Social Development of the Republic of Kazakhstan as of July 31, 2015, No. 647 "On Approval of the State Compulsory Educational Standards and Standard Professional Curricula for Medical and Pharmaceutical Specialties" and the University Articles of Association.

The policy of selection and admission to the JSC "AMU" is determined by the Rules for admission to the master's program (PL-AMU-04-16). The body responsible for the policy of selection and admission of master degree students is the dean's office of postgraduate education and its powers include: the definition of the state order, advertising, the organization and identification of the procedure and the entrance examinations. Responsible departments develop the program of entrance examinations for master degree program in the specialties on the basis of standard programs in the disciplines of higher education. Retake of entrance exams is not allowed.

In the JSC "MUA" there are no restrictions on admission to the master's program in terms of gender, ethnicity and based on whether the state or Russian languages (languages of instruction) used, and there is no discrimination based on poverty in the representatives of national minorities.

Priority in the course of the selection process for a master's program is given to those with the higher results of knowledge in the specialty and a foreign language. In the case of the same competitive grades, citizens who have the highest grade in the specialty, on a foreign language on the 100-point scale of assessments, get the pre-emption right of enrollment. Then, scientific achievements and work experience are taken into account. There is a process of reviewing the scientific research performed, the degree of participation in the research work of the profile department.

Candidates for the master's degree in the specialty "Nursing care" are persons who have mastered the professional curricula of higher education in the specialty 5B110100 - "Nursing care".

Candidates for a master's program in selected specialties are required to successfully master previous professional curricula of higher education in accordance with the requirements of State Standards for appropriate training.

There are no remarks.

Standard 4: "Master's program"

According to the standard 4: "Master's program", we can note the following strengths:

The academic Master's program "Nursing care" governs the objectives, expected results, content, conditions and technologies for the implementation of the academic process, assessment of the quality of the master's preparation in this area of training and includes: curriculum, working programs of training courses, subjects, disciplines and other materials, ensuring the quality of training, as well as programs of pedagogical / research practice, methodological materials that ensure the implementation of the appropriate academic technology.

The content of the academic program corresponds to the State Compulsory Educational Standard, standard programs for basic, profiling academic subjects. Standards by specialties are developed on the basis of the State Compulsory Educational Standard of the Republic of Kazakhstan and establish requirements for the structure and content of vocational education and the level of specialists training in the relevant specialty.

The typical curriculum, working curricula for the Master's Degree "Nursing care", implemented in JSC "AMU", meet the requirements of the State Compulsory Educational Standard for the content and amount of classroom and extracurricular hours, taking into account the university component, including electives.

Annually the departments develop the Catalogue of Elective Disciplines (hereinafter CED), which is a systematic list of disciplines included in the component of choice, which contains a brief description, indicating the purpose of the study, the number of credits, prerequisites and rationale behind the discipline. Disciplines included in CED reflect actual directions for the development of the area studied, taking into account the priority areas of the State programs for the development of the healthcare sector and the employers demand.

Since 2009 office of registries has been successfully functioning in the JSC "AMU", the provision on advisers has been developed. Advisors conduct consultations of master degree students on the choice of elective disciplines. Annually the catalogue of elective disciplines is updated and the list of disciplines is expanded.

Much attention is paid to the formation of analytical and critical thinking among master degree students, which is carried out in the process of independent work of the master student through improvement of the skill of working with scientific literature; i.e. independent selection and ability to analyze special scientific literary sources, highlighting the novelty and value of the author's achievements on the topic of the work performed.

The effectiveness of research work of master degree students may be seen on the example of the master's dissertation paper of Zhanabekova Aruna (master degree graduate of the specialty "Nursing care" 2013). In her dissertation, the graduate developed recommendations for the introduction of the manager position of the dental service.

Currently, the Master of the 1st year of study in the specialty "Nursing care" Zhazykbayeva Albina, according to the Agreement on Cooperation between the JSC "AMU" and the University of Applied Sciences, NMC, carries out research activities at the above-mentioned university, Finland, under the academic mobility program of the Erasmus + project.

Academic programs at the University are improved by the department of innovative technologies and monitoring of the quality of education. The department provides understanding, study of the needs and expectations of the main stakeholders, development of the core competencies of the university teachers, enhancing the innovative competence of the teaching staff. Scheduled checks conducted by the department (for instance, checking the quality of lecturing using the electronic voting program "Sanvote" (clique system)) provide grounds for evaluation of the lectures conducted and the right to make recommendations and certain decisions.

In the development of the core curriculum at the departments of the University, a competence approach is adopted, which is a unified system for determining goals, selection of content, organizing the training of specialists based on acquiring special, general and key competencies that guarantee a high level and effectiveness of the professional activities of the specialist.

The University works in close cooperation with all stakeholders: the Training and Methodological Council, the Committees for Academic Programs of Specialties, the Faculty Councils include both representatives of practical health care, employers and trainees.

Recommendations: to expand academic mobility, both among the faculty and master degree students in the accredited specialty.

Standard 5: "Scientific guidance"

According to the standard 5: "Scientific guidance", we can note the following strengths:

For the provision of scientific and methodological assistance in the work on the dissertation paper and control over the performance of the dissertation paper, each graduate student after his enrollment is assigned a scientific supervisor in the JSC "AMU". The procedure for the approval of scientific dissertation paper for the master degree students and their scientific supervisors is carried out in accordance with the university standard on "Studying at the master degree course" approved by the Board decision as of December 28, 2012, Minutes No. 46.

Topics for the dissertation papers, scientific advisors, and consultants of master degree students in the specialty are examined at core departments, at a scientific seminar, then at the Scientific Coordination Council and in the end approved by the Academic Council of the University. The result of

these statements is the corresponding order of the rector of JSC "AMU". The topics correspond to the current health problems and the specific policy of the Ministry of Health.

At the Department of "Introduction to the Clinic" under the guidance of Professor R.M. Zhumambayeva, who is the scientific supervisor of the master degree students, the "School of Nursing" has been functioning for 2 years. Its goal is to improve the students' clinical competence in the specialty "Nursing care" and the nursing staff of the clinical facilities of the department while caring for patients of advanced age. Within the framework of this program, the staff of the department, students and medical personnel of the clinical facilities according to the plans made, conduct joint activities: training seminars with patients, presentations, and master classes on emergency conditions for nurses, conferences, talks, round tables with patients involvement, etc. The events are presented in detail in the plans, reflected in the video and photo, on the university's website. It should be noted that the main clinical facility of the department is the Social Service Center "Sharapat" of the Astana city mayor house, where patients, especially in the palliative department, are in dire need of care and the master degree students have the opportunity to develop appropriate clinical skills in the implementation of the project. According to the interim work results of the nursing school, the staff of the department together with the employees of the clinical facilities published 2 papers in the "Astana medical journal".

Since 2016-17 academic year, JSC "AMU" introduces a new teaching method for the project-oriented program "Organization of care for persons of advanced age", within the framework of which 3 training projects are being implemented in the university:

- "Health status assessment of the residents of a medical and social institution for the disabled and the elderly in Astana";
- "Optimization of care for elderly people who have undergone Acute Cerebrovascular Event";
- "Optimization of care for elderly people with pathology of the circulatory system.

Project coordinators are Karkabayeva A.D., Head of the department Zhumambayeva R.M., professor of the department Sholanova M.K., Professor of the Department Alikhanova G.A., assistant, Orazbekova S.K. head of the medical department of the institution, the main nurse of the medical and social institution. All the works are performed at the clinical facilities of the School of Nursing, which functions at the Department introduction. At the moment, the project is under the testing phase on dissertation paper of master's student A. Zhazykbayeva. According to the interim results: 3 reports and 6 dissertation papers are initiated to the student scientific conference and publications (in press) including materials from Finland of the master degree student Zhazykbaeva A., who is based in Finland under the academic mobility program. Decisions on the introduction of innovative methods are reflected in the minutes of the meetings of the departments. Acts of introduction of new educational technology are also made.

In order to improve the pedagogical competence, the teachers of the department who are also the supervisors of the master degree students attended a training seminar on nursing care, conducted by colleagues from Finland. Based on the results of the work, 6 model programs were developed. Along with this, the supervisors of the master degree students develop tests, clinical cases, programs, complete the curriculum for master students, publish guidance, develop publications in core area, conduct open classes using innovative technologies. The master students for the formation of the special competence "Instructor of the University" conduct demonstration classes with students of the "Nursing care". The supervisors of master students participate in the discussion of general competencies and the development of special competencies for master students.

There are no remarks.

Standard 6: "Dissertation paper"

According to the standard 6: "Dissertation paper", we may highlight the following strengths:

Master's Dissertation paper is an independent scientific research carried out under the guidance of a scientific adviser with the support of a consultant, if necessary. This scientific work of master students is conducted with the involvement of competent teachers who use the methods of GCP research management, as well as PICO, PRISMA technologies used in the search for relevant scientific data in specialized information resources. The analysis of data uses the basics of biostatistics and clinical

epidemiology using SPSS, Statistica, TreeAgePro, RevMan, etc., which are owned by teachers who conduct master's classes. In the field of their competence on the disciplines, the best information of their specialized information platforms is used, with access to the University library, as well as in remote access mode. Master students master innovative methods in clinical, pedagogical and research practices, which significantly improves the quality of their training.

In the course of the work, the master student performs information search with the consulting support of the library staff and the science department. Student designs the research and develops working plan with the support of the scientific adviser, consultant, staff of the majoring department. The staff of the science department provides support in the management of scientific research. The local ethics committee assists in the formation of proper research practice. The staff of the post-graduate education dean's office conducts the process follow master student during the period of study and research. Employees of the office registrar provide information on the effectiveness of educational content during the master's program. All objectives, stages of implementation, tasks, data, conclusions are developed by the master student independently. The staff and resources of the structural units provide tutorial, coaching, resource support and management of the research content of the master student.

Master's dissertation paper presents results of an independent scientific research on the topic corresponding to the current state of science based on the specialization area. The research material is compiled at the proper methodological, scientific level using the updated laboratory, clinical equipment with the use of valid technologies for analyzing data and results and processed by the method of mathematical analysis, modeling, forecasting. Figures and charts shall fully reflect the results of the study. Discussion and conclusions shall correlate with the hypothesis and design of the study.

The content of master's dissertation papers completed at the JSC "AMU" meets the requirements, which are reflected in the design of the dissertation paper in the appropriate sections, according to the working instructions "Requirements for the content, design and presentation of the master's dissertation papers" (RI-AMU-18).

According to the requirements, the main results of the master's dissertation papers are cited in at least one publication or one speech at a scientific and practical conference. The University provides support to the journals recommended by the Control Committee in Education and Science under the Ministry of Education and Science of the Republic of Kazakhstan. The Department of Science of the University, at the initiative of the master student, assists in the publication of the master's manuscript in the peer-reviewed journals. The dean's office of postgraduate education, together with the department of science, accompanies the process of master students' participation at the specialized forums (conference, symposium, congress, etc.) to present their papers' results.

There are no remarks.

Standard 7: "Assessment of dissertation papers"

According to the standard 7: "Assessment of dissertation papers," the following strengths may be emphasized:

An algorithm for assessment of dissertation papers starting from the choice of the topic to the presentation of the master's dissertation paper at the State Attestation Committee meeting is shown.

Master's dissertation paper is presented in the event the following stages have been completed:

- a positive feedback from the supervisor on the dissertation paper;
- at least one publication on the topic of the dissertation in scientific publications or speeches at an international or republican scientific conference;
- a written concluding statement by the expert panel with the recommendation for public presentation of the dissertation paper;
- the decision of the graduating department with recommendation to presentation of the paper;
- one review of the reviewer whose the qualification (scholastic or academic degree) corresponds to the specialization area of the presented paper, which gives a comprehensive description of the dissertation paper and a reasoned conclusion about the possibility of awarding master's degree in the relevant specialization area.

For the comprehensive examination of the master students and review of the master dissertation papers, the university established the State Attestation Committee. The list of members of the State Attestation Committee on the specialty "Nursing care" in 2013:

1. Aigul K. Kaptagayeva - Head of the Health Education Center of the Republican State Authority "Republican Center for Healthcare Development of the Republic of Kazakhstan" under the Ministry of Health, Doctor of Medicine, Professor, Chair of the State Attestation Committee

2. Kakenova B. Aigul - the lead specialist of the post-graduate education dean's office, the secretary State Attestation Committee

Members of the State Attestation Committee:

3. Otarbayev Nurzhan - Chairman of the Board of Directors, JSC "Republican Diagnostic Center", Doctor of Medicine, Professor

4. Galitsky Franz - Vice-Rector for Scientific and Clinical Activity, Doctor of Medicine, Professor

5. Karp Leonid - Head of the Public Health Department No. 1, Doctor of Medicine, Professor

6. Dubitsky Andrey - Head of the Department of Public Health No. 2, Doctor of Medicine, Professor

7. Sekenova Raushan - Associate Professor of the Department of Management and Expert Services, Ph.D.

8. Dzharlyganova Dinara - dean of the department of postgraduate education, MD PhD

The results of the master's dissertation paper presentation are determined on the basis of evaluation by:

- the academic advisor/supervisor for the quality of work, the degree of its compliance with the requirements for master's dissertation papers

- the reviewer for his work as a whole, considering the degree of validity of the conclusions and recommendations, their novelty and practical significance

- members of the state commission for the presentation of the paper, including a report, responses to comments from the reviewer, the content of the paper and its presentation.

In order to assess the compliance of the level of graduate training on the basis of the performance and presentation of the master's dissertation paper using the grade-rating system in the letter format and traditional system of knowledge assessment, the following criteria are used:

- the mark "excellent (distinction)" is awarded for the profound disclosure of the topic, the quality design of the paper, meaningfulness of the paper, the report and the presentation

- the mark "good (merit)" is awarded when the above criteria are met, but if there are minor shortcomings or deficiencies in presenting the results to the paper content and its design

- the mark "satisfactory" is assigned for incomplete disclosure of the topic, conclusions and proposals of a general nature, lack of visual representation of the paper and difficulties in provision of solutions to the general problem of the research

- the mark "unsatisfactory" is used in case of weak and incomplete disclosure of the topic, the lack of independence in the presentation of the material, conclusions and proposals of a general nature, the lack of visual presentation of a paper and in provision of solutions to the general research problem.

The final mark for the presentation of the master's paper is made by the members of the State Attestation Committee in a collegiate session by an open vote. This decision shall be adopted by a simple majority of votes of the members of the commission participating in the meeting. In the event of the equal number of votes, the chair's vote is decisive. The results of the presentation of the paper are announced to the master student on the day of its presentation after registration of the dissertation paper in the presence of all State Attestation Committee members.

There are no remarks.

Standard 8: "Management and administration"

In relation to the standard 7: "Management and administration", we may underscore the following strengths:

JSC "AMU" is a legal entity under the legislation of the Republic of Kazakhstan and carries out its activities based on the Constitution of the Republic of Kazakhstan, the Civil Code of the Republic of Kazakhstan, the RoK Law "On Joint Stock Companies", the regulatory documents of the Ministry of Health and the Ministry of Education and Science of the Republic of Kazakhstan, the University Articles of Association and internal regulatory acts.

The organizational structure of the institution, processes and decision-making policies are clear and consistent with its mission, goals, objectives and support institutional effectiveness. The management system of JSC "AMU" involves the participation of all stakeholders, including the health sector, and reflects the responsibility of the academic leadership. The university has its own management system that contributes to the achievement of mission and objectives, supports institutional effectiveness and integrity, creates and maintains an environment for training, research and creative activity.

JSC "AMU" is one of the most dynamically developing medical universities in the Republic of Kazakhstan, has a high reputation in the field of higher medical education, for its traditions, both in the field of educational services, and in the development of medical science and clinical activities.

JSC "AMU" among other medical universities of the country took an active part in the implementation of the goals and objectives of the Concept of reforming medical and pharmaceutical education and has undergone the greatest changes among the country's universities in the field of management, type of legal entity.

The main educational, scientific and administrative structural unit that implements the academic program in the specialty 6M110300 - "Nursing care", develops professional competencies of master students, as well as manages all activities of the departments and implements master level training in the academic program is the dean's office of postgraduate education.

The main educational, scientific and theoretical departments that provide training for master students in "Nursing care" are the departments Introduction to the clinic and the Department of Public Health No. 1.

Administration and faculty of JSC "AMU" are responsible for compiling an academic program and allocating the resources necessary for its implementation. This is ensured by the participation of the faculty of the university in the development of the State Compulsory Educational Standard, the standard curricula of disciplines at the national level, and the working programs of the disciplines.

According to the Regulations of JSC "AMU" on the formation of the organizational structure (PL-AMU-87), the main structural units of the University are institutes, deans, departments, divisions, units, centers, which include staff in the following categories: faculty, administrative and managerial staff, training and support staff, operations staff. According to the organizational structure approved by the decision of the Board of Directors of JSC "AMU" as of October 25, 2016, Protocol No. 7 116 structural divisions are functioning, 1 of which has the status of Institute (Institute of Radiobiology and Radiation Protection), 5 dean's offices, 22 learning, scientific and educational laboratories, vivarium, Scientific Research Center of Pharmacology. The academic, research, clinical, educational work at the University is provided by the staff of 67 departments, 50 of which are pre-graduate education and 17 postgraduate departments. The internal structure of the University is not static, and as the university grows and develops, it undergoes the necessary adjustments and changes. Responsibility of each structural unit and employees is established in the regulations of structural divisions and in job descriptions.

The work of the dean's office is carried out on the basis of Regulations for the dean's office and in accordance with the annual working plan. Frequency of dean's meetings is once a month. The work of the dean's office is recorded and analyzed on the basis of statistical and analytical reports of the departments that make up the faculty. The procedure for the maintenance and storage of the dean's documentation is determined by the instruction on the record keeping of the University and the corresponding File Register.

In order to ensure coordination of joint actions of the University's structural divisions on improving the quality of the academic process and training of highly qualified personnel, the University has established committees for academic programs of specialties (hereinafter referred to as CAP), which are the collegial bodies of JSC "AMU", designed to provide scientific and methodological support and

control in the implementation of academic programs in the specialty. The CAPs are part of the unified system of the University's methodological service, which, in their activities, are guided by legislative acts and regulatory enactments of the Republic of Kazakhstan in the field of education and health, the University's Articles of Association, the Mission and the University Policy, the University's orders and regulations, the decisions of the Academic Council, Regulation "On the committee for academic programs of specialties of JSC" Astana Medical University ". The structure of the CAPs includes the heads of the department, professors, associate professors and teachers of the departments ensuring the academic process for the relevant specialty, leading specialists in practical public health and representatives of the students' population.

At the University there are the Scientific Council (PL-AMU-54 Regulations on the Academic Council) and the Educational and Methodological Council (hereinafter - EMC) (PL-AMU-26 Regulations on EMC). The Academic Council is a form of collegial management of the university, one of the main objectives of which is to create the necessary conditions for students and faculty of the university with a view to the successful implementation of professional training programs. The chair is the rector of the University, the Council includes pro-rectors, heads of the departments of the University, representatives of practical public health, students.

Educational and methodological activities of structural units of the University are coordinated by the collegiate body - EMC, whose chair is the pro-rector for academic activities. The structure of the EMC includes heads of structural divisions, heads of departments, leading professors and associate professors of the departments of the University.

In order to elaborate recommendations on the current issues of formation and implementation of the scientific and educational policy, conduct of research, improve the training of scientific, scientific and pedagogical personnel, manage and improve the clinical training of students and coordinate the clinical activities of the University, improve the management of the supervisory work of the structural units of the University, using the potential of the staff of clinical departments to provide practical assistance to the regional health care the university operates Scientific and Advisory Board (PL-MDR 32 "Regulations on SAB"). Chair of the Board is the vice-rector for scientific and clinical activities. The Council includes the chairs of scientific seminars, leading scientists and experienced clinicians: deans or deputy deans, heads of clinical departments, professors, associate professors, heads of practical healthcare institutions or clinical facilities of the University.

Participation of students in the management of the university are confirmed by the minutes of the meetings of the departments, councils of the faculties, CAP, EMC, SAB, Academic Council, which reflect the course of consideration and discussion of management issues.

According to the Regulations of the collegial bodies of the University, representatives of the students are included in the faculty council, EMC, SAB and the Academic Council.

On the official website of the University www.amu.kz, a blog was created by the rector, deans, where each employee or student can apply to the university management, express their opinion or submit their proposals for improving the management processes.

Development, management and evaluation of academic programs by master students are provided through constant feedback, consideration of written applications of master students. Master students choose their own electives for self-determination of the individual learning path, the mode of study and discipline for which they would like to do research. All of the above mechanisms provide a sufficiently high degree of management of the academic program for master students.

According to the Regulations on the budgeting system of JSC "AMU" (PL-AMU-45), the Regulations on the revenue management procedure of JSC "AMU" (PL- AMU-74), the financing system of JSC "AMU" is based on the principles of efficiency, performance, priority, transparency, responsibility, delineation and independence of all levels of budgets.

The main area of financial stability of JSC "AMU" remains the increase in the volume of resources obtained from various sources. Funding sources of JSC "AMU" are both budget financing of the state educational order, as well as income from provision of the paid educational services, performing research and other works implemented as based on the University Articles of Association and being compatible with the legislation of the Republic of Kazakhstan.

The financial stability of JSC "AMU" is confirmed by the availability of its assets, in composition and volume, meeting the tasks of its long-term development, having reliable sources of their formation, which, although are exposed to inevitable and not always favorable external factors, have sufficient margin of safety. Financial capabilities of the university are almost always limited. And the task of the Budget Committee under the Regulations on the Budget Committee of JSC "AMU" (PL-MUA-90) to ensure the financial stability of the University is to ensure these restrictions do not exceed the permissible limits in the Strategic Development Plan and the annual Development Plan (Financial and Operational activities plan) of the University. At the same time, the compulsory requirement in financial planning requires to be circumspect, create reserves in the event of unforeseen circumstances that could lead to a loss of financial stability.

JSC "AMU" as an independent economic structure independently develops and implements financial and investment policy.

The financial and investment policy of JSC "AMU" should contribute to the material and social security of teachers and employees through:

- 1) achievement of financial stability;
- 2) diversification of funding sources;
- 3) cost optimization;
- 4) improvement of the wage system;
- 5) application of new, improved methods of attracting investments, creation of favorable investment conditions;
- 6) creating conditions for the formation of a modern infrastructure for investment activities;
- 7) creation of an investment fund of JSC "AMU" to support initiatives of employees;
- 8) improvement and expansion of the regulatory and legal framework for investment activities;
- 9) creation of a flexible system of incentive allowances for the salaries of university employees and teachers;
- 10) creation of conditions for the implementation of scientific and educational projects related to the attraction of additional sources of funding for the university;
- 11) increasing the income of JSC "AMU" due to research and innovation activities;
- 12) expansion of additional education and international activities;
- 13) comprehensive support of teachers and staff of the university in the grant - declarative activity;
- 14) organization of integration research and production complexes for the implementation of large-scale project tasks;
- 15) material support of teachers and employees;
- 16) creation of conditions for the opening of small innovative institutions, temporary creative teams that carry out economic, scientific and applied activities;
- 17) an equitable distribution of material resources to ensure a decent standard of living for teachers and university staff through the implementation of improved labor evaluation systems, the introduction of cost-effective methods of work and the improvement of working conditions.

The effectiveness of the mechanism for ensuring financial policy is determined by the observance and implementation of its basic principles, which include:

- the principle of planning, suggesting the choice of ways to achieve the goal, the distribution of a limited amount of resources in time and quantity. Through this principle, a balance of resources is ensured;

- the principle of organization, based on activities aimed at creating coordination management of mobilization and allocation of resources in innovation;

- the principle of motivation;

The financial management policy of JSC "AMU" presupposes the most optimal distribution of the received amount of financing. The financial management of the university is the monitoring of income receipt, the distribution of the planned amount of income, the execution of the planned budget through the purchase of goods, works and services, and, in the end, the actual receipt of goods and the performance of contractual obligations for works and services. The very policy of financial management

implies the optimal use of monetary resources, the implementation of an assessment of the possible financial risks with respect to each funding source, identifying the most priority areas of the University development, focused and quality development of financing in all aspects of the HEI activities.

Policies and principles for the distribution of financial assets and the formation of tangible assets, their compliance with the mission and the goals of JSC "AMU" are made on the basis of regulatory documents (government decrees, orders of the Ministry of Education and Science of the Republic of Kazakhstan and the Ministry of Health of the Republic of Kazakhstan), on applications for the acquisition of tangible assets from structural divisions of the University. The applications contain information on the needs for certain types of material assets, which are necessary to ensure the educational and production process of the university. Since JSC "AMU" is a joint-stock company, it has the right to provide paid services, which are income. Updating, expansion and maintenance of the material and technical facilities of the University is carried out on the basis of submitted applications from structural units. From the given data, priorities are given to the formation of the material facilities, which, in its turn, ensure the quality of academic activities, which corresponds to the mission and goals of the HEI.

Each structural unit at the University functions on the basis of external and internal regulatory documents, including documents of the University's ISM.

The head of the unit on the basis of the Employment Contract, the Regulations on the division and the Job Description shall be personally responsible for the results of the department's activities, for the decisions made by the department. The responsibilities, duties and rights of each employee are also determined by the provisions of the Employment Contract and the Job instructions.

The rules of internal labor regulations govern the procedure for hiring and dismissal of employees, the basic rights, duties and responsibilities of employees and the employer, the mode of work, rest time, as well as incentives and penalties in the JSC "AMU".

The internal regulations rules define:

- the procedure for recruitment and transfer to another position;
- the procedure for concluding an employment contract;
- regulation of labor of workers engaged in heavy work, work with harmful (especially harmful) and (or) dangerous working conditions;
- basic rights and duties of employees;
- the basic rights and duties of the employer;
- working and rest time;
- the term of the employment contract;
- the main provisions of the wage system;
- the procedure for termination of the employment contract;
- responsibility for violation of the labor discipline.

The JSC "AMU" has an effective system of monitoring of the university activities, developed in accordance with the recommendations of international standards.

Effective management decisions are based on the analysis of facts, measurement data and information. Such information includes all the defined and measurable quality indicators of all 25 processes (Appendix, 19. "Process Landscape of JSC "AMU") and the results of the activity of the university and analyzes the extent to which the goals and objectives identified in the strategic development plan of the JSC "AMU" are analyzed. All measured indicators and performance characteristics of the university are divided into internal quality indicators used for process management and indicators obtained after external expertise (accreditation, certification, licensing, audit, assessment and other procedures of an external nature).

The monitoring system includes the following stages:

- an analysis is carried out of the strategic plan for the development of the university, its goals and formulated success factors. These factors are reflected in the selection of criteria for the degree of goals achievement, i.e. Integral characteristics reflecting certain results of the work of the university;
- specific, directly measured indicators are defined for each of the criteria, which allow to quantify the degree of achievement of the set goals;

- the effectiveness and performance of processes according to process maps (SU-AMU-34 "Evaluation of the performance of the ISM processes, ISM in general") are analyzed;
- an analysis is conducted by the management of the achievement of the objectives in quality in the field of the Institute's ISM processes, plans of the university;
- the corresponding sociological toolkit has been developed (University Standard "Monitoring of feedback", JSC "AMU" Plan for monitoring feedback);
- functions of collection and processing of information are distributed among the employees.

In order to assess the functioning of processes, management established a list of criteria and indicators which assesses the implementation of plans and other reporting documents.

One of the documents underlying the activity of the management on the analysis of the quality management system is the analysis of the ISM of JSC "AMU" by the management. In accordance with the requirements of the documented procedure SU-AMU-09 "Management Review", the quality report contains information on the results of monitoring the following activities: the results of internal audits; Information obtained through the organization of feedback from consumers of educational services; Information on consumer complaints; Analysis of the results of conducted sociological research to determine the degree of customer satisfaction; Information on the monitoring of processes; The conformity of the educational service with the requirements of the State Compulsory Educational Standards; The status of preventive and corrective actions; Actions taken on the basis of the results of the previous analysis; Self-assessment results; Reports on the results of external audit, inspection checks by the international certification body for the certification of quality systems for compliance with ISO; The rating of the University based on the results of the national ranking of the universities of the Republic of Kazakhstan; The status of preventive and corrective actions; Actions taken on the basis of the results of the previous analysis; Self-assessment results; Reports on the results of a comprehensive audit of the Ministry of Health of the Republic of Kazakhstan on the degree of readiness for the academic year; Reports on the results of external audit, inspection checks by the international certification body for the certification of quality systems AFNOR, France; The rating evaluation of the activities of the departments of the University; Reports of the employment department on labor market research and information on the employment of graduates; Information on changes in the laws and documents of the Ministry of Education and Science of the Republic of Kazakhstan and the Ministry of Health of the Republic of Kazakhstan, which may affect the activity of the university; Information on the methodological support of academic activities.

The constructive dialogue between the university and the health sector is carried out on the basis of the order of the Ministry of Health of the Republic of Kazakhstan "On approval of the Regulations on the clinical facilities of medical organizations of education" No.628 as of September 11, 2012, approved by the Governmental Decree of the Republic of Kazakhstan, agreements on joint activities with clinical facilities, on the basis of mechanisms for attracting highly qualified specialists of the health sector to work on the development and harmonization of the academic programmes, the harmonization of the catalogue of elective disciplines. The university's faculty takes part in professional associations as Independent experts in the work of commissions of the Ministry of Healthcare of the Republic of Kazakhstan, and under the agreement, they provide medical diagnostic and counseling services at clinical facilities.

There are no remarks.

PARAMETERS OF THE SPECIALIZED PROFILE

№	CRITERIA FOR EVALUATION		Corresponds to	Corresponds in part to	does not match
2.		Standard ‘MISSION AND EDUCATION OUTCOMES’ 2.1 Mission definition			
2.1.1	Medical education institution must define its mission and bring it to the attention of stakeholders and the health sector.		+		
2.1.2	Medical education institution must ensure that the key stakeholders are involved in the development (formulation) of a mission.		+		
2.1.3	The mission statement must contain objectives and educational strategy of the program, allowing to prepare competent researchers at postgraduate medical education.		+		
2.1.3	Medical education institution must ensure that the mission statement includes issues of public health, the needs of the health care system and other aspects of social responsibility.		+		
2.1.4	Medical education institution must have a strategic plan for the development of the educational program corresponding to a stated mission, goals of medical education institution, including the issues of improving the quality of master programs and approved on a consultative and advisory council of medical education institution.		+		
2.1.5	Medical education institution must systematically collect, store and analyze information about the quality of the implementation of master programs; assess the strengths and weaknesses (SWOT-analysis), based on which university presidentship (provostship office) in conjunction with the consultative and advisory council must determine the policy and develop strategic and tactical plans.		+		
2.1.6	Mission and goals of medical education institution/educational program:				
	- must comply with the available resources, opportunities and market requirements;		+		
	- ways to support them must be identified;		+		
	- an access to information about the mission, goals of medical education institution must be ensured to the public (information in the media, on the website of the HEI).		+		
2.1.7	Mission and goals of medical education		+		

	institution/educational program must be approved on a consultative and advisory council.				
2.2	The institutional autonomy and academic freedom				
2.2.1	An institution implementing Master’s educational programs must have institutional autonomy to develop and implement policy that the faculty and administration are responsible for, particularly in relation to:		+		
	- the development of educational program;		+		
	- use of the allocated resources necessary for the implementation of the educational program.		+		
	Medical education institution <i>should</i> ensure the academic freedom to its employees and master’s students:				
2.2.2	in respect of the current educational program, which will allow reliance on the various points of view in the description and analysis of issues in medicine and pharmacy;		+		
2.2.3	in the opportunities to use the results of new research to improve the study of specific disciplines/issues without the extension of the educational program.		+		
2.3	Outcomes				
2.3.1	Medical education institution must identify the expected education outcomes that master’s students must demonstrate after completion of the master's program.		+		
2.3.2	Learning master’s program followed by awarding the master’s degree must provide master’s student with the competencies that will enable them to become a qualified teacher and/or researcher in accordance with the principles of best research practices.		+		
2.3.3	Completion of the master's program must have potential benefits for those who continue their career outside the healthcare institution, and apply their skills gained during the mastering the graduate programs, including - a critical analysis, evaluation and solution of complex problems, the ability to transfer new technologies and generate new ideas.		+		
2.3.4	Medical education institution <i>should</i> ensure that the process of renewal and restructuring leads to a modification of education outcomes of graduates in accordance with the responsibilities incumbent upon the graduates after the master's program completion.		+		
	TOTAL		19		
3.	Standard “SCIENTIFIC RESEARCH ENVIRONMENT AND EDUCATIONAL				

	RESOURCES”				
	3.1 Scientific research environment				
3.1.1	The success of the individual master programs must be ensured by the arrangement of a strong and effective research environment.		+		
	The quality of the research environment must be evaluated by analyzing:				
3.1.2	the publication of research results (number of publications, impact factor, etc.) in major of Master program in medical education institution;			+	
3.1.3	the involvement level of external funding for carrying out research in medical education institution;			+	
3.1.4	the number of qualified and competent teachers, researchers in the group, at the faculty, educational institution;		+		
3.1.5	national and international co-operation with research teams of medical organizations, universities, research centers.		+		
3.1.6	Research must be carried out in accordance with international ethical standards and approved by the appropriate and competent ethics committees.		+		
3.1.7	In order to grant access to the facilities necessary for writing a thesis, master's programs may include training in other laboratories, preferably in another country, thus providing internationalization.		+		
3.1.8	Implementation of master programs must be conducted in compliance with the conditions of mutual respect, planning and shared responsibility of the academic advisor and a master's student.		+		
3.1.9	Medical education institution <i>should</i> study the possibilities of joint master programs with the award of Master's degrees from both universities and joint study guide to support cooperation between higher education institutions.		+		
3.1.10	Medical education institution <i>should</i> ensure that the process of renewal of the educational resources are in line with the changing needs, such as a admission of master's students, the number and profile of academic staff, Master's program.		+		
3.1.11	Medical education institution <i>should</i> :				
3.1.12	provide sufficient autonomy in resource allocation, including a decent remuneration of teachers in order to achieve the education outcomes;		+		
3.1.3	in the allocation of resources, take into account the scientific achievements in the field of medicine and public health problems and their needs.		+		
3.2	Facilities and resources				
	Medical education institution must have the				

	logistics meeting licensing parameters, which include criteria:				
3.2.1	classrooms, laboratories and equipment must be modern and comply with the goals and objectives of master program;		+		
3.2.2	master students must be provided with conditions for independent learning and research;		+		
3.2.3	renewal and improvement of the facilities and resources must be carried out regularly.		+		
3.2.4	Medical education institution must have adequate resources for the proper implementation of master program.		+		
3.2.5	The institution's resources must ensure:				
	<ul style="list-style-type: none"> - admission of master students, - providing training in master's program, - implementation of the thesis, - academic advising, - advising master students, - consideration, review and evaluation of the thesis, - award of academic master's degree, - operating costs, - the cost of participation in training courses, international scientific conferences, - tuition in master programs in establishments where it is practiced. - resources also include a master's student scholarship, but the amount of payment may vary. 		+		
3.2.6	Resource policy must be aimed at support and ensuring the continuous professional development of teachers of master programs.		+		
3.2.7	Medical education institution must provide a safe environment for staff, undergraduates and those who provide the program, including those providing the necessary information and protection against harmful substances, microorganisms, compliance with safety regulations in the laboratory and using the equipment.		+		
3.2.8	Medical education institution <i>should</i> improve the education environment for master students through regular renewal, expanding and strengthening the facilities and resources, which must match the development in the practice of teaching.		+		
3.3	Information Technology				
3.3.1	Medical education institution must have the information support meeting the goals and objectives of master program.		+		
3.3.2	The library must contain the necessary learning materials - educational, technical, scientific and		+		

	reference literature, various periodic medical publications, etc.				
3.3.4	Master students must have timely and easy access to library resources.		+		
3.3.5	The library must have a basic technical equipment to support the daily activities: fax machines, copiers, computers, printers, available for public use, and phones with voice mail or answering machine.		+		
3.3.6	The library must have information website. The web site may include the following elements: links, forms interlibrary loan, electronic full-text journal articles, and feedback form.		+		
3.3.7	Medical education institution must regularly monitor library resources to learn and implement strategies to meet current and future needs of master students.		+		
3.3.8	Master students must have computer classes and terminals with access to information resources (LAN, Internet) for use.		+		
3.3.9	In the medical education institution there must be control over availability and appropriate use of information resources by the master students.		+		
3.3.10	In medical education institution there must be constant renewal, improving and expanding of the base of information resources.		+		
3.3.11	Medical education institution must open and constantly update its website's section on the Master's Degree programs containing the following information:				
	<ul style="list-style-type: none"> - structure and the staff of the master program, responsibilities of a head of department and staff; - admission policy, including clear rules on the selection process of master students; - a list of master programs; - structure, duration and content of the master programs; - criteria for the appointment of an academic advisor, outlining the characteristics, responsibilities and qualifications of an academic advisor; - methods used to assess the master students; - criteria for execution and writing of a thesis; - description of the procedures for the thesis defense; - description of a work of the State Certification Commission for the master's thesis defense; - program of quality assurance and regular evaluation of master programs; - information about master students taking into account the year of study. 		+		
	TOTAL		28	2	

	4. Standard “POLICY AND CRITERIA OF ADMISSION”				
4.1	Medical education institution must define and implement a policy of admission, including a clearly defined position on the process of selection of master students.		+		
4.2	Medical education institution must establish a relationship between selection of master students and mission of medical education institution, educational program and desired qualities of graduates.		+		
4.3	Candidates for the Master's program must master professional higher education programs (basic medical/pharmaceutical/chemical, higher professional or postgraduate education, for specialty “Nursing care” - higher nursing education).		+		
4.4	In the selection of future master students one should evaluate research capacity of the applicant, not just consider its academic performance.		+		
4.5	Medical education institution must have a system of studying employment, demand, career support and continuing professional development of graduates.		+		
4.6	Data obtained using this system must be used to further improvement of the educational programs.		+		
4.7	Medical education institution should ensure that the process of renewal and restructuring leads to adaptation of admission policy of master students subject to changing expectations and circumstances, human resource needs, changes in the system of postgraduate education and the needs of the program.		+		
	TOTAL		7		
5.	Standard “MASTER PROGRAM”				
5.1	The model of educational program, teaching methods and structure				
5.1.1	Medical education institution must define a model educational program that includes an integrated model based on disciplines, organ systems, clinical problems and diseases on the modules or spiral design.		+		
5.1.2	Medical education institution must define the purpose and objectives of the master's program, which are focused on the education outcome.		+		
5.1.3	Master's program must be based on the performance of the original study, courses, and other types of work that require analytical and critical thinking.		+		
5.1.4	Medical education institution must ensure that the		+		

	educational program is implemented in accordance with the principles of equality.				
5.1.5	Medical education institution must ensure that the master student fulfills its obligations in respect of doctors, teachers, patients and their families in accordance with the Code of Conduct/Code of honor.		+		
5.1.6	Master's Program must ensure the training to master students of ethics rules and responsible conduct of research.		+		
5.1.7	Master's program must be carried out under the academic advising (standard "Academic advising").		+		
5.1.8	Medical education institution must define the teaching and learning methods used.		+		
5.1.9	Master's program must be structured with a clear time limit, equivalent to 1-2 years of full-time and contain:				
	- theoretical training, including learning cycles of basic disciplines and majors;		+		
	- practical training of master students - different kinds of practices, professional training;		+		
	- research work, including the implementation of a master thesis for the scientific and pedagogical master program;		+		
	- experimental and research work, including the implementation of a thesis for the Master's subject;		+		
	- intermediate and final certification.		+		
5.1.10	Teaching practice (in accordance with the type of Master program) must ensure to the master students the formation of practical skills and methods of teaching.		+		
5.1.11	Research practice must provide a master student with the knowledge of the latest theoretical, methodological and technological achievements of domestic and foreign science, modern methods of scientific research, processing and interpretation of experimental data.		+		
5.1.12	Practical training of a master student must provide it with consolidation of the theoretical knowledge acquired during the training, the acquisition of practical skills, competencies and professional experience in the learning specialty, as well as the development of best practices.		+		
5.1.13	Medical education institution must design an appeal mechanism, which allows master student to revise the decision regarding their programs and evaluation of their theses.		+		
5.2	Evaluation of master program				
5.2.1	Medical education institution must have a		+		

	program to monitor processes and results, including the routine collection of data on key aspects of the educational program. The purpose of monitoring is to ensure the quality of the educational process, the identification of areas requiring intervention.				
5.2.2	Medical education institution must make regular assessments of the quality of the program, including feedback from the academic advisors and master students.		+		
5.2.3	Medical education institution must systematically collect, analyze and provide teachers and master student a feedback, which includes information on the process and products of the educational program, and also include information on malpractice or misconduct of teachers or master students.		+		
	Medical education institution should ensure that the process of renewal and restructuring leads to:				
5.2.4	adaptation of educational program model and methodological approaches in training to ensure their appropriateness and relevance;		+		
5.2.5	adjustment of program elements and their relationships in accordance with the advances in medical science, with changing demographics conditions and health/disease pattern of the population and socio-economic and cultural conditions.		+		
5.2.6	Medical education institution organizations should use the results of feedback to improve the educational program.		+		
5.3	Stakeholder Involvement				
5.3.1	medical education institution must involve faculty and master students, its administration and management in its monitoring program and evaluation activities of the educational program.		+		
5.3.2	Medical education institution should involve in the process of assessing other stakeholders, including representatives of the academic and administrative staff, members of the public, the competent authorities of the education and health professional organizations.		+		
5.3.3	Medical education institution should give access to the results of the evaluation of the educational program.		+		
5.3.4	Medical education institution should ensure that the process of renewal and restructuring leads to an improvement of the monitoring and evaluation of the program in accordance with changes in the education outcomes and teaching and learning		+		

	methods.				
	TOTAL		27		
6.	Standard “ACADEMIC ADVISING”				
6.1	Medical education institution must appoint an academic advisor for each master student, and, where appropriate, co-advisor as well to cover all aspects of the program.		+		
6.2	Academic advisor and a master student research topic must be approved by the decision of the Academic Council and the order of the rector of medical education institution.		+		
6.3	Academic advisor of a master student must have a degree and is actively engaged in research in the field of science (in the master specialty).		+		
6.4	Medical education institution must have clearly defined duties and responsibilities of the academic advisor.		+		
6.5	Academic advisors must consult regularly their master students.		+		
6.6	Master student must be trained on the basis of individual work plan, which is prepared under the guidance of the academic advisor.		+		
6.7	Medical education institution <i>should</i> plan and organize training courses for academic advisor in policy of implementing the master programs, the main duties of academic advisors.		+		
	TOTAL		7		
7.	Standard “THESISRESEARCH”				
7.1	Thesis subject and academic supervisor of a master student must be approved after enrolling in master program.		+		
7.2	Subject of the thesis must be evaluated and approved by a panel of independent experts (examiners) by the external evaluation of the written description, or on the basis of the presentation of the research work.		+		
7.3	Master's Program must be completed by preparing and defending a thesis, which is an indicator of the formation of student's competence in accordance with the educational program.		+		
7.4	Research work in a scientific and pedagogical magistracy must : - comply with the basic problems of specialty in which the master's thesis is defended; - be relevant, contain scientific novelty and practical significance; - be based on modern theoretical, methodological and technological achievements of science and practice; - be prepared using modern methods of research; - include research (methodological and practical)		+		

	sections on the main protective position; - be based on best international practices in the relevant field of knowledge.				
7.5	Experimental research in master subject must : - comply with the basic problems of specialty in which the master's thesis is defended; - be based on the latest achievements of science, technology and production, and contain specific practical recommendations, judgment calls of management tasks; - be performed with the use of advanced information technologies; - include experimental research (methodological and practical) sections on the main protective position.		+		
7.6	Medical education institution must define the term for thesis preparation, limited to 1-2 year period.		+		
7.7	The thesis must be written by a master student on its own, contain a set of scientific results and regulations put forward by the author for the public defense.		+		
7.8	Structure of the thesis must include a review of the literature pertaining to the subject of research, objectives and tasks of research, research methodology, results, discussion, discussion, conclusions and future prospects of the study.		+		
7.9	The results of the thesis must be made available to interested parties (master students, academic advisors, employees of the institution which carried out the thesis, to the researchers carrying out research work in the same field, and others categories of stakeholders), i.e. be published if copyright or other reasons do not prevent this.		+		
7.10	The thesis must be accompanied by at least one publication and/or a performance at the scientific conference.		+		
7.11	Medical education institution must provide a discussion of the thesis of a master student at the department(s) meeting, where the thesis is carried out.		+		
	TOTAL		11		
8.	Standard “EVALUATION OF THESIS RESEARCH”				
8.1	Medical education institution must determine, approve and publish the principles, methods and practices used to assess master students, including the evaluation criteria of scientific paper.		+		
8.2	The final evaluation and approval of the thesis research must be implemented by the State Attestation Commission (SAC) for the defense of master's theses.		+		

8.3	The thesis defense must be carried out in medical education institution, where master student studies.		+		
8.4	Thesis must pass review.		+		
8.5	The thesis defense must include both the preparation of a written version and subsequent verbal defense.		+		
8.6	The thesis defense must be open to the public.		+		
8.7	Academic Master's degree must be awarded by the medical education institution on the basis of the SAC decision, which evaluates thesis (standard "Thesis") and a verbal defense.		+		
	TOTAL		7		
9.	Standard "GOVERNANCE AND ADMINISTRATION"				
9.1	Management of the program				
9.1.1	Management of medical education institution must be effective and ensure the improvement of the educational program.		+		
9.1.2	Medical education institution must identify the structural unit responsible for educational programs and learning outcome.		+		
9.1.3	The structural unit responsible for educational programs must have the authority to plan and implement an educational program, including the allocation of resources allocated for the planning and implementation of teaching and learning methods, evaluation of master students, evaluation of educational programs and courses.		+		
9.1.4	Medical education institution must ensure the interaction of master students with the management in the matters of design, governance and evaluation of master programs.		+		
9.1.5	Medical education institution should encourage and assist the involvement of master students in the process of developing educational programs to train master students.		+		
9.1.6	The structural unit responsible for educational programs must ensure transparency of the governance system and decisions being taken, which are published in the bulletins, posted on the website of the HEIs, included in the protocols for review and execution.		+		
9.1.7	Medical education institution should plan and implement innovations in educational programs through a structural unit responsible for educational programs.		+		
9.1.8	Medical education institution should include representatives from of other relevant stakeholders in the advisory body responsible for educational		+		

	programs, including other members of the educational process, representatives from clinical facilities, graduates of medical education institutions, health care pharmacy specialists involved in the learning process, or other faculty members of the university.				
	Medical education institution should ensure that the structural unit responsible for the educational program:				
9.1.9	takes into account the environment in which graduates will be expected to work and accordingly modify the educational program.		+		
9.1.10	considers the modification of the educational program based on feedback from the community and society as a whole.		+		
9.1.11	medical education institution must periodically evaluate the academic advising regarding achieving its mission and outcomes.		+		
9.1.12	Medical education institution should ensure that the process of renewal and restructuring leads to the improvement of the organizational structure and principles of master's program governance to ensure the efficient operation and (in the future) to meet the interests of different stakeholder groups in terms of changing circumstances and needs.		+		
9.2	Academic Leadership				
9.2.1	Medical education institution must clearly define the responsibilities of the academic leadership for the development and management of the educational program		+		
9.2.2	Medical education institution should periodically evaluate the academic leadership on achieving its mission and learning outcomes.		+		
9.3	The budget for training and allocation of resources				
	Medical education institution must :				
9.3.1	have clear range of responsibilities and powers to provide the educational program with the resources, including targeted training budget;		+		
9.3.2	allocate the resources necessary to carry out educational programs and distribute educational resources in line with their needs.		+		
9.3.3	The system of financing of medical education institution must be based on the principles of efficiency, effectiveness, priority, transparency, accountability, separation and independence of all budget levels.		+		
9.3.4	Financial and administrative policy must be aimed at improving the quality of the educational program.		+		

	Medical education institution organizations should :				
9.3.4	provide sufficient autonomy in the allocation of resources, including a decent remuneration of teachers in accordance with achieving the education outcomes;		+		
9.3.5	in the allocation of resources take into account the scientific advances in the field of medicine and public health problems and needs thereof.		+		
9.4	The administrative staff and management				
	Medical education institution must have an appropriate administrative and academic staff, including their number and composition in accordance with the qualifications to:				
9.4.1	ensure the implementation of the educational program and related activities;		+		
9.4.2	ensure the proper management and resource allocation.		+		
9.4.3	Medical education institution should develop and implement an internal program of management quality assurance, including consideration of the needs to improve, and regularly review and analyze the management.		+		
9.4.4	Medical education institution must ensure the implementation of master programs in accordance with the quality management system certified by independent organizations.		+		
9.5	Interaction with the health sector				
9.5.1	Medical education institution must have constructive interaction with the health sector, with adjacent sectors of health, society and government, including the exchange of information, cooperation and initiatives of the institution, which contributes to provision with the qualified specialists in accordance with the needs of society.		+		
9.5.2	Medical education institution must ensure operational connection between the educational program and the subsequent stages of professional training.		+		
9.5.3	Medical education institution should grant the official status to cooperation with partners in the health sector, which includes formal agreements with defining of the content and forms of cooperation and/or conclusion of cooperative contract and the establishment of a coordinating board and carrying out the joint activities.		+		
	TOTAL		27		
	In total:		133	2	0